

National PTA [acknowledges the work it must](#) do to ensure equitable educational opportunities in its school environments, among its membership, and within its own walls. A diverse, equitable and inclusive PTA community is a strength, and the sharing of collective perspectives through literature will grow stronger readers and civic members and support systemic change. Evaluate your own efforts towards diversity, equity and inclusion (DEI) as PTA leaders by incorporating the below principles into your routine literary work:

## Diversity

Build upon the wide range of perspectives brought to your table.

- **Seek input from parents, caregivers, and educators** to ensure not only that all voices can be heard but also that historically excluded voices may be amplified.
- **Make a habit of regularly reevaluating your program partners** to welcome new perspectives.
- **Enlist the help of community members** to make certain that perspectives from communities whose numbers are few or whose voices are underrepresented are sought and respectfully honored.
- **Include stories that reflect a wide range of experience** in every access point for young readers. This means supporting library collections that promote diversity in racial, cultural, religious, socioeconomic, geographic, ability, gender identity, language, learning styles, sexual orientation and physical appearance.
- **Invite guest readers, or storytellers who celebrate the oral tradition**, to support academic and extracurricular units on underrepresented or lesser resourced areas, whether locally, regionally or internationally.
- **Incorporate contemporary diverse books that celebrate joyful experiences**. Some students who read diverse literature will see themselves and their experiences reflected in the stories, and such books offer insights for other children into other ways of living beyond their own.

## Equity

Ensure fairness in resources, opportunities and outcomes for their community members.

- **Be mindful of power dynamics**—who holds the power in planning and execution of events, and how might that power be more equitably distributed?
- **Invite all stakeholders to the table** and encourage folding chairs if skeptics claim there are not enough seats.

- **Remember that fairness will not necessarily mean equality**, perhaps in distribution of resources or direction of efforts. Certain schools or perhaps even certain community members within a school may benefit from extra support around literary programming.
- To the extent that your PTA can offer books for distribution, **consider making a special effort to secure titles in multiple languages**.
- **Consider hiring interpreters for community literacy events**. We encourage you to prioritize solutions that serve historically excluded or marginalized members of your community.

## Inclusion

Create a welcoming environment and ensure an even sharing of power and equal access to resources and opportunities.

- **Be mindful of literacy levels and potential language barriers** in your community to ensure that participation is accessible to all.
- **Center and celebrate books that encourage empathy, compassion, global awareness and understanding** to help young readers work toward a more just and equitable future.
- **Seek out multicultural children's literature** that celebrates a range of perspectives, skills and experiences. **Evaluate such texts for honest, accurate and respectful depictions**, and **highlight authors and illustrators who write from their own lived experiences**.
- **Support assessments of classroom and library collections within your community** to vet each and every available title for outdated or disparaging representations, removing such books and replacing them with contemporary diverse books. When inclusive books are built into your school's curriculum and your community members' home conversations, young readers are better able to see themselves in the world, to engage in learning and validate their own (and others') sociocultural identities.